

New Hampshire  
Board of Nursing



# NEW HAMPSHIRE BOARD OF NURSING

Spring

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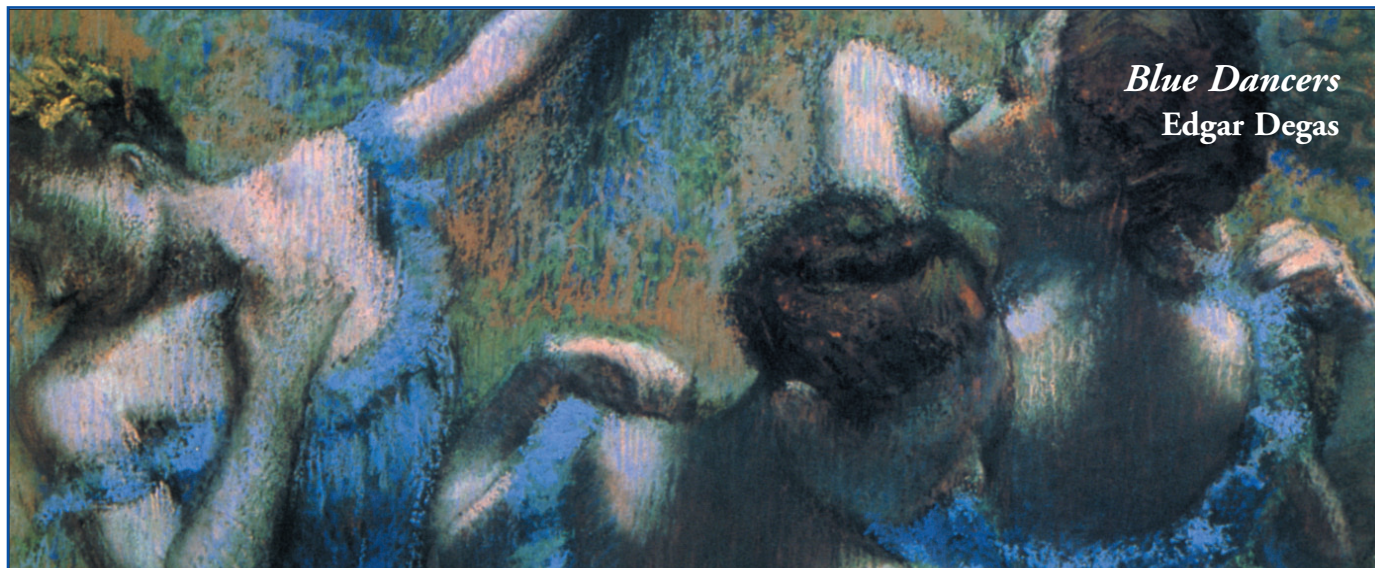
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# National Nurses Week

## May 6-12, 2003

What is the Meaning of Nurses Week?  
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*Blue Dancers*  
Edgar Degas

In the late 19th century, Edgar Degas created works of art characterized by abstract, unusual viewpoints and combinations of different media. It was called Impressionism and it changed the way a new generation of artists viewed the world.

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## From the Executive Director

By Margaret J. Walker, MBA, BS, RN, Acting Executive Director

As many of you already know, Cynthia Gray returned to the private sector on January 2, 2003 as the Chief Nurse at Parkland Medical Center in Derry. She will be missed by all of us here at the Board and we wish her all the best in her new position. Currently I am filling the Program Specialist IV, the Medication Nursing Assistant Program Specialist II and the Executive Director positions while the hiring freeze continues in state government. Fortunately, we have very dedicated board staff who have graciously taken on extra delegated work during this difficult time. We have made every attempt to continue offering facility in-services as requested and responding to licensee, educational and consumer needs as quickly as possible. Needless to say, many of us are wearing more than one hat and that makes for some very busy days.

Currently SB 199-revising the nurse practice act is being heard in the Senate and will hopefully pass to the House of Representative in April. The current Nurse Practice Act was originally written in 1975 and over the years there have been many revisions which made the document difficult to understand. The new document is easier to read and comprehend. Changes to the content include enhanced language in ethical standards, practice requirements, delegation, medication nursing assistants and telecommunication technology. It is our hope you will review the revised Nurse Practice Act and give us feedback. Once this has been legislated, the new rules can be written to better serve NH licensees. We will keep you posted on the Board's web site [www.state.nh.us/nursing](http://www.state.nh.us/nursing) of our progress and other information regarding the rule writing process as well as the status of SB 199.

Dr. Judith Evans, Assistant Director has been working with the educators to enhance the re-entry options for nurses returning to the profession and has recently provided over-site of all nursing, nursing assistant and medication nursing assistant instructor approval. Please review our web site or call the Board office for the new application for instructors, should you be interested in becoming a nursing or nursing assistant educational instructor.

The Board has been working closely with the NH Nursing Workforce Partnership and is pleased to report 12 applicants for H1B Visa

money have been approved. These applicants represent facilities who have written programs to enhance reentry and nursing education for nurses in New Hampshire.

As a reminder, the scholarship assistance for nursing assistant competency testing will end on 6/30/03. Please apply for this assistance by 6/1/03. Scholarship applications are available by calling or visiting the Board office. Please follow the instructions carefully to assure you meet the time limitation.

The annual LNA Day of Discussion was held on January 29, 2003 at the Winnepausakee Conference Center in Lakeport with 400 in attendance. Speakers were well received by all and the day was a huge success. Our morning offered Susan Ruka discussing care of the persons with dementia, Marie Sullivan speaking on rehabilitation nursing assistant role, Cynthia Gray discussing delegation and Bonnie McPhail offering an overview of medication nursing assistant issues. Board staff reviewed current programs and answered questions. Afternoon breakout sessions included Kathleen Shinnors on Acute Care, Margaret Franckhauser on Home Care and Daralyn Stewart on Long Term Care issues and practice. We thank these excellent educators on quality programming. We look forward to the next LNA Day of Discussion and ask all licensees to offer suggestions for the next conference.

June 5th is just around the corner and our next Day of Discussion will be filling up fast. I encourage everyone to register early for this all day conference featuring Leah Curtin, Diane Kurinsky and Lee Leppanen. Please refer to our program brochure also printed in this newsletter.

Unfortunately due to the out of state travel freeze in state government, Drs. Judith Evans and Karen Baranowski were unable to attend the MidYear National Council of State Boards of Nursing as was planned and thus New Hampshire did not have their representation at this important meeting.

Lastly, the Board office has a new look. If you are in the area, please stop in and see the collection of vintage nursing photographs in our front lobby. Thanks to the kind assistance of Elaine Hoyt, we were able to make copies of a few of the Concord Hospital archives collection for display at the Board.

## Board Members

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Margaret Franckhauser, ARNP  
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Term expires 5/10/2003

Mary Lou Asbell, MS, RN  
Term Expires 5/10/2003

Karen Baranowski, DNSc, RN  
Term Expires 6/21/2004

Gail Barba, Public Member  
Term Expires 12/1/2003

Linda Compton, BS, RN  
Term Expires 5/10/2004

Tricia Duff, LPN  
Term Expires 5/10/2003

Harley Featherston, Public Member  
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Term Expires 10/24/2004

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Constance Theberge, LPN  
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# New Hampshire Board of Nursing Chairman's Report

By Stanley Plodzick Jr., M.Ed., RN, Chairperson

"We live in a moment of history where change is so speeded up that we begin to see the present only when it is already disappearing" a quote by R.D. Laing that certainly speaks to how different things are since our fall/winter edition of the Board Newsletter.

It still seems inconceivable to me that in the year 2003, the human race has not yet gone beyond the need to settle differences without war. I'm certain none of us would have given a thought to the fact that our reality programs like *Survivor* have become pale to the live minute by minute TV coverage of the real events facing our troops as well as the people of Iraq. Emergency Preparedness, bioterrorist attacks, homeland security have all become part of our daily language. There is no question that nurses play a key role as they always have in any natural or manmade emergency. In fact, our legislature wisely passed last summer the Public Health Emergency Preparation and Response Act which established the role that the governor, legislature and other state officials and agencies have in assuring the health safety and well being of the citizens of NH. The act gives broad powers to declare a state of emergency by either the Governor as well as the General Court. Such a declaration would in effect suspend many of the rules and regulations of state government, making maximum use of the resources we would need to muster in dealing with any threat to the lives of New Hampshire citizens. I know many of you are deeply involved in your own community Emergency Preparedness Plans, and we commend each of you for this effort. I'm sure we all hope that this present world conflict and instability is soon over, and that our troops return safely to our shores. For those of you who have loved ones serving in the military, please know that our thoughts and prayers go out to each of you. We all must adjust to a whole new world order which isn't easy, but given

our history, we will persevere and overcome!

Let me thank each of you, who took the time to comment on our new format with the winter edition of the Newsletter. The response was overwhelmingly positive except for one section dealing with the disciplinary actions taken by the Board. This issue became a very controversial subject at our February and March Board meetings. Some members felt that letting nurses know what specific actions are in violation and how they are prosecuted is an educational process for all licensees. Other members saw this as nothing short of public flogging of nurses for the world to admonish. After considerable debate, the Board has adopted the following position. We will only publicize Board discipline actions above a reprimand level. We will also identify licensees by number only versus name. The rationale here continues to prevail that the public has a right to know those violators who for whatever reason, and no subjective judgment is made here, have violated their responsibility of protecting the public in carrying out their practice be that an ARNP, RN, LPN, or LNA. Detailed information on the status of any licensee is public knowledge, and can be obtained by checking our website or calling the Board office. I'm sure this decision pleases many and displeases others as well, but as long as holding a license implies a public trust, the Board felt strongly in the final decision made. As always, your comments and questions are welcomed.

The New Year started out with the announcement that our Executive Director, Cindy Gray, was resigning to take the challenging position of Chief Nursing Officer at Parkland Medical Center in Derry, NH. Parkland was Cindy's former employer where she held a number of positions, and as she stated, the opportunity for being CNO of an institution that she not only loved, but could sense tremendous

opportunity was an offer she couldn't refuse. Although a great loss after two incredible productive years as Executive Director, the entire Board wished her well as she assumed still yet another significant role in her nursing career.

The Board was quick to notice that it possessed in the very shadow

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## New Hampshire Board of Nursing

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of Cindy, knowledgeable and talented Margaret Walker, RN, who has been in the role of Program Specialist since 1999. There was no doubt in the Board's mind after interviewing Margaret that she was to be our next Executive Director. She assumed the acting role in January, and we patiently await her permanent position once the State freeze on hiring is lifted. Margaret brings a strong background of State service to the position as well as a commendable history of working with LNAs and numerous institutions and staff throughout the State. Just mentioning Margaret's name brings instant praise from all whom have worked with her or know her. We certainly feel very fortunate that she has assumed this plus her former role at present, and is indeed the woman for this hour in the Board history!

Speaking of history, a saddened note regarding membership of the Board is the reality that four outstanding members will be completing their terms this May, and deserve recognition for all their contributions over the years. These include Margaret Frankhauser, ARNP, the Vice Chair, and a strong vocal advocate for ARNP practice and health policy. Her humor, wisdom and commitment to nursing will certainly be missed, and her intense involvement in all aspects of the Board's activities have made her a champion in all challenges. Mary Lou Asbell, RN, with her very varied background, most recently long term care, was always an advocate for the hundreds of men and women who work daily in an environment that brings nothing short of admiration from us all. Likewise, we will miss her great insights as well as knowledge of the hundred of rules that apply to long term care from the federal government. Thirdly, Trish Duff, LPN, representing LPNs has been a loud and convincing voice over the years of the vital role that LPN's play in healthcare in New Hampshire. Trish has worked hard to move their practice into contemporary

levels and has always been visible to include LPNs in any discussion at the Board level, and presentations throughout the State. Lastly, and certainly not the least, Harley Featherston, our public member has been invaluable in his role of bringing the perspective of a non-nurse to our conversations and insights into so many issues. Harley has also been a strong advocate for the Board in his numerous political and social contacts and his wisdom and wit will be greatly missed. Our very best of wishes and deep appreciation go to all of you for your faithful commitment to this Board over the past years.

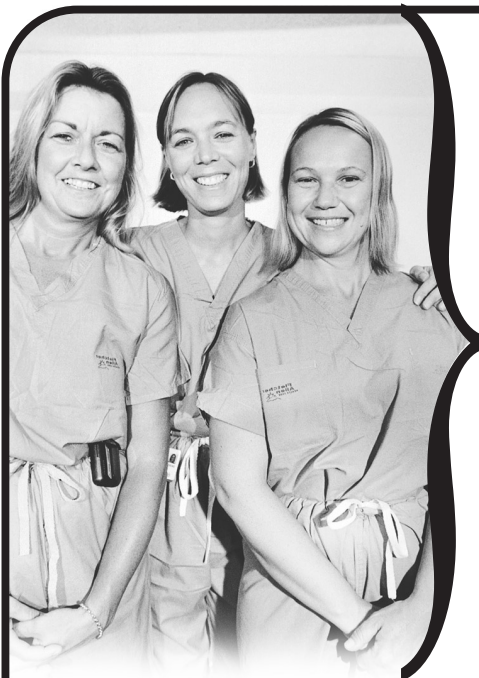
I'm happy to announce that Governor Benson has appointed two new members to the Board as we go to press: Mr. Richard Brothers, RN, and Elizabeth S. Gabler, Public Member. We will highlight these and other new appointees in our Fall Newsletter.

As we approach May and June, we have the distinct pleasure of congratulating the four hundred plus new nurses from our nursing programs in NH. Needless to say, their addition to the ranks of our nursing workforce is both exciting and welcomed! I'm pleased to report that all of our programs are at maximum for enrollments in the fall. Contrary to what some have predicted, the future of nursing candidates entering the profession of nursing in NH has *never been stronger!* Our only and major variable to increasing even greater numbers is the lack of faculty, an issue that we must address and a key major agenda item of the upcoming Nursing Summit in June. We have the commitment of our new Governor that nursing education is high on the top priority list and I'm confident we can successfully overcome the numerous obstacles to providing the citizens of NH with the quantity and quality of nursing care they will require in the years ahead.

## Licensee Disciplinary Federal Reporting

After the final Board order for the following Board actions: Revocation of license, suspension of license for one year or longer, and voluntary surrender of license, the Board notifies the Office of Inspector General of the license status. The Office of Inspector General then communicates with the licensee directly.

Upon reinstatement of the nursing/nursing assistant license, it is the licensee's responsibility to contact the Office of Inspector General to have sanctions lifted from their license to practice in facilities receiving Medicare and Medicaid funds. The N. H. Board of Nursing will include this information to the licensee in the letter that is sent regarding the reinstatement of license. Board ordered stipulations with the reinstatement should not interfere with the lifting of Office of Inspector General sanctions. Therefore, a licensee who has met N.H. Board of Nursing requirements to be reinstated for practice, even if they have stipulations on their licensure record, is not prohibited from Medicare and Medicaid programs as long as they meet the communication requirements with the Office of Inspector's office.



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# The Rocky Road ahead...

*By Judith Evans, EdD, RN Assistant Director*

No one can deny that we face numerous challenges as we move into the 21st century. Almost every nurse could recite the litany of problems yet to be solved: appropriating adequate funding for nursing education, preparing faculty to teach, encouraging women and men to pursue nursing careers, fostering supportive work environments committed to retaining nurses and ensuring high quality care..... and the list goes on. In addition, we are all acutely aware of the fragility of our world, as military nurses are deployed to active duty in war torn areas of the globe, while other nurses work on the home front to prepare for potential, but as yet unimaginable problems.

Nurses are indeed no strangers to adversity and crisis. Throughout history, nurses have triumphed over adversity, and have emerged from hard times stronger and better able to meet the next wave of difficulties. In my brief tenure at the Board of Nursing, I have had the opportunity to witness the impact of the challenges as well as efforts to make improvements in both education and practice. There is, however, much yet to be addressed.

We are at a critical juncture in the domain of nursing education. Despite recent gains in enrollment numbers, the need to increase capacity in schools of nursing is a daunting challenge. Faculty shortage continues to be the most frequently reported cause of turning prospective nursing students away, followed by insufficient clinical sites, and inadequate classroom space, preceptors and funding. The American Association of Colleges of Nursing (AACN) reported that in 2000-2001

almost 6000 candidates were turned away from entry level baccalaureate nurse education, with almost 40% of the schools citing faculty shortages as a prime reason. How can we in New Hampshire be proactive in light of these national trends? Education - service partnerships are critically important as we find creative ways to increase student capacity in all programs. We need to work together to identify new and creative ways to provide exemplary education programs that enable new nurses to meet tomorrow's challenges. No one person or one school or one group can do this alone. Partnerships are critical for our continued success.

Increasing capacity in the nursing education system is to no avail, however, if nurses lose heart in their chosen profession and become inactive or leave the profession entirely. The Board of Nursing issues licenses to many nurses who come from other states, as well as those who complete their licensing examination here in New Hampshire, but the numbers of nurses who choose to not renew their license follows closely behind. We add new nurses to our complement every day in the state, but we watch many leave the state or leave the profession. An exciting trend has been the large numbers of nurses who have let their license lapse, and are now exploring ways to reenter the profession. One of our challenges is to find ways to facilitate reentry for these nurses, and to encourage our colleagues to support them as they return to the health care world. Together we can create the future. Margaret Mead wrote: "never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

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• Office Hours

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[Carolyn.Foss.Monson@hitchcock.org](mailto:Carolyn.Foss.Monson@hitchcock.org)  
[www.dartmouth-hitchcock.org/ucvh](http://www.dartmouth-hitchcock.org/ucvh)  
EOE

# What is the meaning of Nurses Week?

"Nurses Week is a time for all nurses to be extra proud of their work and to unite as we celebrate our profession." *Tracey Holden RN*, Sunbridge Care of North Conway

"This is a feel good week of camaraderie and recognition of nurses work and creativity. My immediate Nursing Director, Sally Patten, writes all of her nursing staff a personal note and that means a lot." *Chris DiGeronimo RN*, Dartmouth Hitchcock Inpatient Surgery, Lebanon

"It is a time to sit back and reflect on how we touch the lives of others." *Sue Legasse RN*, Integrated Health Services, Claremont.

"Nurses Week makes me think back for the reasons why I became a nurse, what my contribution to nursing has been and what else I could be doing. It also motivates me to recognize and thank the great nurses that I work with every day." *Joanne O'Donnell RN*, Health Career Training Associates

"With our present involvement in war, I am reminded of the bravery, dedication and commitment of nurses who bring their compassion, knowledge and healing skills to care for and comfort our soldiers. I am thankful that these women and men choose nursing as their profession. A very special 2003 Nurses Week indeed!" *Geraldine S. Donahue*, President Donahue Consulting, LLC

"Nurses Week allows us to celebrate the contribution nurses make to individual patients and to our communities. I always look forward to taking the opportunity to thank our nurses and to recognize their value to our organization and the work that we do as a community hospital." *Jo-Ann Vatcher RN BSN MS*, Frisbie Memorial Hospital

"Nurses week reminds us to take the time to celebrate our profession, our history, and our privileged intimacy with those we serve." *Ellen Ceppetelli MS, RN*, Dartmouth-Hitchcock Medical Center

"For me nurses' week has several meanings. It is a time to stand

back and reflect on my chosen career and what being a nurse means to me. It also raises my awareness and appreciation for all my peers who are so dedicated and who work so hard and in the variety of settings where they work. Finally, I am reminded how fortunate I am to be a nurse." *Joyce P. Myles RN, MA*, New Hampshire Technical Institute



"Nurses Week allows us the opportunity to educate the public about the many practice areas that nursing exists in today which will help show the versatility and career potential that our profession holds." *MaryLou Asbell RN*, Long Term Care Partners

"Nurses Week- A special time to offer a very humble thank-you to each nurse for being a hero every-day. Without nurses there is no healthCARE!" *Anne Howe*, NH Veterans Home

"Nurses week allows us the opportunity to celebrate the importance of the nursing role. It is also a time to acknowledge the dedication and personal accomplishments of individuals in the field." *Pamela Heggelund RN,c*, Med Pro Educational Services LLC

"We need to view ourselves, and be recognized, as valued members of the healthcare system. Having a week, dedicated to Nurses, allows us to congratulate our spirit, talent, and dedication." *Jan Bouchard RN*, Dartmouth Hitchcock Clinical Information Systems Analyst

"Nurses week to me is an opportunity to acknowledge all of the nurses who on a daily basis work hard to provide care, education, and support to the patient and their families during states of health as well as illness." *Rae Mello-Andrews RN*, Lakes Region General Hospital

"Nurses are the backbone of healthcare in this country. Nurses' Week is a time to recognize and appreciate Nurses." *Anne R. Ward RN, MS*, Cheshire Medical Center

"When I think of Nurse's week I reflect on all the reasons why I went into nursing and I especially enjoy thinking of my nursing colleagues and how proud I am of each and every one. We truly are a special group to be allowed to be part of people's lives both in the good times and in the bad. My best to all nurses in this state." *Cynthia Gray RN*, Parkland Medical Center

"In order to be effective as a nurse you need to see the whole person, culture, resources, family, only then can you elicit their cooperation to participate in their own care. Results can be rewarding for both the patient and yourself, remember to listen all the time." *Denise Quinn RN*, Elliot Hospital

"Nursing is to me, making the world a better place one person at a time." *Donna Fritz RN*, Elliot Hospital

"Nursing is making a positive difference in the lives of others. I've had fun doing it for 30 years." *Cathy Lodico RN*, Elliot Hospital

"Nursing week gives nurses recognition and helps celebrate being a nurse. It makes it all worth it." *Ann Mackenzie RN*, Elliot Hospital

"When I think of Nurses Week I reminded to take the time to reflect back on my 30 years of practice and all of the opportunities I had. Of all those experiences training LNAs is the most rewarding. I know it is through them I've made a difference in health care." *Lorie Boynton RN*, American Red Cross, Concord



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#### • Pediatric Nurse Manager

24 hour accountability/responsibility for managing operational function and the delivery of patient care in Pediatrics. Good communication skills, follow-through to continuously improve service to patients, staff and providers. BSN necessary, MSN preferred. 2-4 years pediatric experience and 3-5 years management experience desired. Full-time, days.

#### • SSU/PACU Nurse Manager

24 hour accountability/responsibility for managing operational function and the delivery of patient care in PACU/SSU. Good communication skills, follow-through to continuously improve service to patients, staff and providers. BSN necessary, MSN preferred. 2-4 years SSU/PACU experience and 3-5 years management experience desired. Full-time, days.

#### • Supervisor/Educator

Experienced RN needed to provide clinical and resources management support. Previous leadership and teaching experience preferred. 5 years acute care experience and BSN or equivalent degree preferred. Full-time, off-shifts and weekends.

#### • Clinical Leader – Telemetry Unit

RN with previous leadership experience is desired. The ability to remain flexible, spontaneous and dedicated to the commitment of the delivery of high quality patient care and to the development of all team members is essential. There must be flexibility to meet the needs of staff, unit concerns and meetings. Minimum 3 years Telemetry experience including current ACLS. Full-time, days.

#### • Clinical Teacher

Identify learning needs of clinical staff and implement educational strategies to ensure clinical competency of staff. BSN required. Telemetry and ICU experience preferred. Part-time, days.

#### • Surgical Technician

Provide direct and indirect patient care to patients during preoperative period. Assist the surgical team intra-operatively by passing instruments, supplies and maintaining aseptic techniques. Ability to scrub all specialties. Familiarity with case carts a plus. Call required. Certification preferred. Full-time, 1st shift with rotation to evenings.

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# Board Activities Annual Report

RSA 326-B:4 VIII. Deny or withdraw approval of nursing educational programs that do not meet the minimum requirements of this chapter.

## EDUCATIONAL PROGRAM REVIEWS TYPE BY FISCAL YEAR

	1998	1999	2000	2001	2002
• <b>Entry R.N. Educational Program:</b>					
• Initial Approval	0	0	0	0	0
• Full Approval Continued	6	6	6	6	7
• Full Approval: Monitoring	3	3	3	2	1
• Conditional Approval	0	0	0	0	0
• Interim Reports	5	0	0	0	0
• Program Revisions	9	2	11	3	2

Note: Cyclical reviews are conducted every five years and Annual program reports must be submitted.

• <b>Entry L.N.A. Educational Program:</b>					
• Closed	0	0	1	1	0
• Initial Approval	2	0	2	3	9
• Full Approval: Continued	0	21	20	20	34
• Approval: Recommendations And/or conditions	0	0	4	4	0

Note: Cyclical reviews are conducted every five years and Annual program reports must be submitted.

• <b>Entry L.P.N.. Educational Program:</b>					
• Initial Approval	0	0	0	0	0
• Full Approval: Continued	2	2	2	2	2
• Full Approval: Monitoring	0	0	0	0	0
• Conditional Approval	0	0	0	0	0

Requires annual program reports, five year full program review and interim review/reports as needed.

• <b>L.P.N. I.V. Therapy Course:</b>					
• Initial Approval	0	0	1	0	0
• Full Approval: Continued	6	6	4	5	5
• Self Closure Acceptance	0	2	0	0	0
• Conditional Approval	0	0	0	0	0

Note: Annual Program Reports are required.

• <b>R.N. Nurse Extern Program:</b>					
• Initial Approval	0	0	0	3	1
• Full Approval: Continued	1	1	1	1	0

Note: One and three year cyclical reviews are required and annual program reports must be submitted.

• <b>R.N. Structured Refresher Course::</b>					
• Initial Approval	0	0	1	0	0
• Full Approval: Continued	2	2	2	3	2
• Closure: Inactive	0	1	0	0	0

Note: One year on-site and three year cyclical review is required.

• <b>L.P.N. Structured Refresher Course::</b>					
• Initial Approval	0	0	0	0	0
• Full Approval: Continued	1	1	1	1	1
• Closure: Inactive	0	0	0	1	0

Note: One year on-site and three year cyclical review is required.

NEWLY APPROVED NURSE EDUCATORS  
TYPE BY FISCAL YEAR

	1998	1999	2000	2001	2002
• <b>L.P.N. Diploma:</b>					
• Directors/Chair	0	0	0	0	0
• Full Approval					
Nurse Educators	17	3	3	2	0
• Temporary Approval					
Nurse Educators	1	0	0	0	0
Total	18	3	3	2	0
• <b>R.N. Associate Degree:</b>					
• Directors/Chair	1	2	2	1	0
• Nurse Educators	44	18	14	9	7
• Temporary	2	4	2	0	0
Total	47	24	18	10	7
• <b>R.N. Baccalaureate:</b>					
• Directors/Chair	2	2	2	0	0
• Nurse Educators	32	4	18	13	15
• Temporary	0	0	0	0	0
Total	34	6	20	13	15
<b>Grand Total</b>	99	33	41	25	22

RSA 326-B:4

- V. Conduct investigations, hearings, and proceedings concerning alleged violations of this chapter or of rules adopted under this chapter.
- VI. Subpoena witnesses, records, and documents, as needed, and administer oaths to those testifying at hearings.
- VII. Determine and enforce appropriate disciplinary action against all individuals found guilty of violating this chapter of the rules adopted by this chapter.

INITIAL BOARD DISCIPLINARY ACTIONS  
FISCAL YEARS 1998 – 2002 (Note Fiscal Year July 1 – June 30)

	1998	1999	2000	2001	2002
• <b>Fines</b>					
• R.N.	0	0	0	0	0
• L.P.N.	0	0	0	0	1
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	0	0	0
Total	0	0	0	0	1
• <b>Reprimand</b>					
• R.N.	5	3	11	9	8
• L.P.N.	2	2	3	2	1
• A.R.N.P.	0	1	0	1	0
• L.N.A.	14	8	2	3	6
Total	21	13	17	14	15
• <b>Suspension</b>					
• R.N.	5	6	13	14	14
• L.P.N.	6	0	1	4	6
• A.R.N.P.	1	1	0	1	1
• L.N.A.	10	11	1	2	6
Total	22	17	16	21	27
• <b>Suspension</b> W/conditions&restrictions					
• R.N.	9	1	2	4	1
• L.P.N.	0	1	0	0	1
• A.R.N.P.	0	0	0	0	0
• L.N.A.	3	0	0	2	3
Total	12	2	2	6	5



• **Immediate Suspension**

• R.N.	0	0	0	0	0
• L.P.N.	1	0	0	0	1
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	1	0	0
Total	1	0	1	0	1

• **Revocation**

• R.N.	0	0	0	1	3
• L.P.N.	0	0	0	2	0
• A.R.N.P.	1	0	0	0	0
• L.N.A.	11	7	5	2	0
Total	12	7	5	5	3

• **Voluntary Surrender**

• R.N.	3	1	5	2	3
• L.P.N.	1	0	2	2	0
• A.R.N.P.	0	0	1	1	1
• L.N.A.	4	4	0	6	2
Total	8	5	8	11	6

• **Reprimand Annulments**

• R.N.	0	0	0	0	1
• L.P.N.	0	0	0	0	3
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	0	0	1
Total	0	0	0	0	5

• **Reciprocal Actions**

• R.N.	1	0	0	1	0
• L.P.N.	0	0	0	0	0
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	0	0	0
Total	1	0	0	1	0

**Total Initial Actions**      77      45      49      57      63

**ADDITIONAL BOARD DISCIPLINARY ACTIONS**  
**FISCAL YEARS 1998 – 2002 (Note Fiscal Year July 1 – June 30)**

	1998	1999	2000	2001	2002
• <b>Unencumber license</b>					
• R.N.	0	1	2	5	2
• L.P.N.	0	0	0	0	2
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	0	0	2
Total	0	1	2	5	6
• <b>Reinstatement</b>					
• R.N.	1	1	2	4	2
• L.P.N.	0	0	0	1	1
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	1	1	4
Total	1	1	3	6	7
• <b>Reinstatement: w/ restrictions &amp; conditions</b>					
• R.N.	1	0	1	4	9
• L.P.N.	0	0	1	2	0
• A.R.N.P.	0	0	0	0	0
• L.N.A.	0	0	0	1	1
Total	1	0	2	7	10
• <b>Petition Denied</b>	0	1	0	0	1

• <b>Modification Approved</b>	0	0	0	0	3
<b>Total Actions</b>	2	3	7	18	28

RSA 326-B:4 XIV. Establish and collect fees, under rules adopted by the board pursuant to RSA 541-A, relative to applicants seeking any type of license issued by the board under this chapter, including fees for applications for temporary licenses, reinstatement of inactive licenses, license by examinations, and renewal of licenses, as well as fees for verifying license status, program graduation, or computerized lists.

**Note: Licensing fees support approximately 75% of the Board's budget.**

Key: DNA = Does not apply      UNC = Unchanged

	1998	1999	2000	2001	2002
<b>APPLICATIONS FEES</b>					
• <b>Licensure by Endorsement</b>					
• R.N.	\$70.00	UNC	UNC	UNC	UNC
• L.P.N.	\$70.00	UNC	UNC	UNC	UNC
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC
• <b>Initial Licensure</b>					
• R.N.	\$80.00	UNC	UNC	UNC	UNC
• L.P.N.	\$80.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$100.00	UNC	UNC	UNC	UNC
• <b>License by Competency Evaluation</b>					
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC
• <b>License by Comparable Education</b>					
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC
• <b>Temporary Licensure</b>					
• R.N.	\$20.00	UNC	UNC	UNC	UNC
• L.P.N.	\$20.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$20.00	UNC	UNC	UNC	UNC
(ARNP NEW GRADUATES ONLY)					
<b>LICENSE MAINTENANCE</b>					
• <b>Licensure Renewal (Biennial)</b>					
• R.N.	\$60.00	UNC	UNC	UNC	UNC
• L.P.N.	\$60.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$100.00	UNC	UNC	UNC	UNC
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC
• <b>License Reinstatement</b>					
• R.N.	\$70.00	UNC	UNC	UNC	UNC
• L.P.N.	\$70.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$100.00	UNC	UNC	UNC	UNC
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC
• <b>License Verification</b>					
• R.N.	\$25.00	UNC	UNC	UNC	UNC
• L.P.N.	\$25.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$25.00	UNC	UNC	UNC	UNC
• L.N.A.	DNA	DNA	\$20.00	UNC	UNC
• <b>Duplicate License (Pocket Card Copy)</b>					
• R.N.	\$25.00	UNC	UNC	UNC	UNC
• L.P.N.	\$25.00	UNC	UNC	UNC	UNC
• A.R.N.P.	\$25.00	UNC	UNC	UNC	UNC
• L.N.A.	\$20.00	UNC	UNC	UNC	UNC

Note: Beginning in 1994, Board of Pharmacy costs included in A.R.N.P. fees.

RSA 326-B:4 III. Examine, license, and renew the licenses of duly qualified individuals. The board shall select an appropriate nationally approved licensing examination.

**NUMBER OF ACTIVE LICENSEES BY FISCAL YEAR**  
(Note: Total = \*to November 11/1/02))

	1998	1999	2000	2001	*2002
• R.N.	16692	17411	17529	17635	17276
• L.P.N.	3023	3022	2988	2943	3063
• A.R.N.P.	808	1002	1035	1128	1234
• L.N.A.	10385	10008	9983	10097	11253
Total	30908	31433	31535	31803	32826

**LICENSE TRANSACTIONS: LICENSE TYPE  
BY FISCAL YEAR**

	*1998	1999	2000	2001	2002
• <b>Endorsements</b>					
• R.N/L.P.N.	736	1193	1215	1270	1368
• L.N.A.	327	4170	384	415	455
Total	1063	1663	1599	1685	1823
• <b>Initial License</b>					
• R.N/L.P.N.	419	864	714	722	799
• A.R.N.P.	216	302	318	346	115
• L.N.A.	503	895	957	1430	1967
Total	1138	2061	1989	2498	2881
• <b>Temporary License</b>					
• R.N/L.P.N./A.R.N.P.	379	753	809	830	1003
• <b>Renewal</b>					
• R.N/L.P.N./A.R.N.P.	6516	8927	9298	9318	9585
• L.N.A.	1496	3171	8070	3382	3629
Total	8012	12098	12368	12700	13214
• <b>Reinstatement</b>					
• R.N/L.P.N./A.R.N.P.	466	666	705	648	735
• L.N.A.	196	313	325	477	725
Total	662	979	1030	1125	1460
• <b>Verification</b>					
• R.N/L.P.N./A.R.N.P.	745	1198	1121	1172	1607
• L.N.A.	7	3	7	104	267
Total	752	1201	1128	1376	1874
• <b>Duplicate Pocket Card</b>					
• R.N/L.P.N./A.R.N.P.	89	111	133	114	149
• L.N.A.	63	80	89	75	125
Total	152	191	222	189	274
• <b>Returned Check</b>					
• R.N/L.P.N./A.R.N.P.	18	57	64	65	53
• L.N.A.	5	33	38	51	37
Total	23	90	102	116	90
• <b>Administrative Fees</b>					
• R.N/L.P.N./A.R.N.P.	84	94	90	83	104
• L.N.A.	111	110	110	142	134
Total	195	204	200	225	238
<b>Grand Total*</b>	1276	19240	19447	20744	22857

\* Reported to March 30, 1998 only.





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**NURSE II:** This is the second level of professional nursing work in the care and treatment of the mentally retarded and mentally or physically ill persons. **Minimum Qualifications:** BS/BA in Nursing or related field - OR - graduation from an accredited school of nursing plus one (1) year of professional nursing experience.

**NURSE III:** This is professional nursing work involving the care and treatment of the mentally ill. **Minimum Qualifications:** A Bachelors Degree in Nursing or related field and two (2) years nursing experience - OR - graduation from an accredited school of nursing and three (3) years experience as a professional nurse. Experience must include one (1) year supervisory experience as a head nurse.

**Licensing Requirements for all Nursing Positions:** A current, valid license as a Registered Nurse as issued by the Maine State Board of Nursing.

For more information please contact:

Melissa Corrigan, Personnel Assistant  
 Augusta Mental Health Institute • Human Resources Department  
 P.O. Box 724 • Augusta, ME 04332-0724  
 Phone: 207-287-4519 Fax: 207-287-7205  
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 DARTMOUTH-HITCHCOCK • KEENE

## RNs & LPNs

Cheshire Medical Center/Dartmouth-Hitchcock Keene provides a challenging, progressive, supportive environment that will enable you to further your healthcare career goals. If you are a dedicated, caring professional who believes that quality healthcare begins with you, we want you to join our team and be part of our future!

We are a progressive, JCAHO accredited organization with a strong focus on customer service and high standards of medical care. Our scenic campus is currently undergoing a large expansion and enjoys a reputation for excellence second to none.

Keene has a warm, small-city atmosphere and is located in beautiful southwestern New Hampshire, a Currier and Ives setting with a strong attraction for families and those interested in a friendly, crime-free environment. We are two hours from Boston, two hours from the seacoast, and one hour from most major Vermont ski areas. Recreational opportunities abound, and our clean air and vivid change of seasons offer a serene, pleasant quality of life.

*We offer a very competitive salary and benefit program including a sign-on bonus, relocation assistance, free temporary housing, and much more!*

For consideration, please apply to:

Lisa Sandstrum, Human Resources Coordinator  
 Cheshire Medical Center/Dartmouth-Hitchcock Keene  
 580 Court Street, Keene • New Hampshire 03431  
 (603) 354-5454 ext. 2477, Fax (603) 354-6519  
[lsandstrum@cheshire-med.com](mailto:lsandstrum@cheshire-med.com)  
*"Together in Caring"*

## Board Activities November 1, 2002- March 31, 2003

Diane Kurinsky EdD discussed criteria for disciplinary actions of impaired nurses/nursing assistants.

Determined a RN teaching client care procedures and principles in a Medical Assistant program can use those hours towards the Active in Practice requirements.

SB 199 revising the nurse practice act, completed and amended with discussion that included all interested licensees. Being heard in the Senate and will go to the House some time in April 2003.

Determined SB 153, adopting a nurse compact, will be opposed in the legislature due to many questions of inaccuracy and incompleteness in the database and issues of public safety the bill has not addressed.

Board representation on NH Nursing Workforce Partnership.

2nd Annual LNA Day of Discussion held at Winnepausaukee Expo Center on January 29, 2003, 400 participants.

Determined that the law does not prohibit LPNs with proper training to administer push IV medications.

Determined LPNs cannot give IV medications via hemodialysis venous line.

Agreed that the 128-hour active in practice requirement does not pertain to ARNP license renewal.

New Hampshire Technical Institute and Health Career Training Associates, LLC granted initial approval of Practical Nurse programs.

NH Community Technical College received initial approval for satellite program in Laconia.

Pinkerton Academy, LNA Health Careers granted initial approval for nursing assistant education.

Riverside Rest Home, Rockingham County Nursing Home, Med Pro Educational Services, LLC,

Uni-care Health Services, NH Community Technical College Laconia, Belknap County Nursing Home, LNA Health Careers, LLC granted initial approval for medication nursing assistant education.

Cheshire Medical Center granted initial approval of nurse extern program.

University of New England and Catholic Medical Center granted initial approval nurse reentry program.

Determined the nurse can delegate oxygen administration to LNAs with competency to perform the task.

Voted to remove licensee names in the Board action section of the newsletter. Voted to remove reprimands against licensee in the Board action section of the newsletter.

Determined LNAs can use contact hours from an EMT course.

## Updated LNA scope of practice Frequently Asked Questions (FAQs)

Question: What is the scope of practice for LNAs providing client care in the State of NH?

Answer: A nursing assistant is responsible for knowledge listed in the approved curriculum for nursing assistants found in Nur 706.09. In addition, nursing assistants can be educated to perform functions over and above the basic curriculum of the nursing assistant education program and these functions can be delegated when:

1. The task has been properly delegated to the nursing assistant by the supervising licensed nurse.
2. Additional training and competency is obtained when needed as required under Nur 305.01 regulation;
3. The task has not been made exempt from nursing assistant practice by a prior Board of Nursing ruling and as described in the Administrative Rules; and

4. The facility policy and procedure allows this function.

Questions have come to the Board for approval regarding the proper delegation of functions to the nursing assistant licensed in the State of NH. The Board has been directly questioned and has approved nursing assistant to provide the following as long as the nursing assistant has met the Nur 305.01 (c) & (d) requirements;

straight urinary catheters, feeding tubes, phlebotomy, wound care, vagus nerve stimulation, pulse oximetry, incentive spirometry, oral suctioning, oxygen mask placement/cannular placement, chest physiotherapy, peripheral vein IV removal, colostomy irrigations, blood glucose monitoring, reminding clients to take their medications and transcribing medical orders.

The LNA may assist in oxygen as a treatment therapy as directed by the nurse (Board decision 2/20/03).

This list should not be considered all inclusive.

Revised 3/20/03

## Returned Checks

The following licenses continue to be invalid due to insufficient funds; the licensee was notified of the returned check.

### Seeking licensure by endorsement

Hartling, Nancy LPN  
Legacy, Lauryn LNA

### Licensed Nursing Assistant

Asher, Jolene	026387-24
Cote, Jennifer	016530-24
Fralish, Stacy	020200-24
Plante, Tabitha	007846-24



# Monadnock Community Hospital

## CARING IS OUR SPECIALTY

At Monadnock Community Hospital, the present reflects the past. Located in beautiful western New Hampshire, Monadnock Community Hospital offers you an opportunity to bring your nursing skills to a caring, patient-focused facility. From those who founded the hospital in 1918 to those who continue to lead it into the new century, our mission has remained consistent - *Care Comes First*.

We are committed to providing excellence in care and community well-being and feel that every employee plays an important role in achieving our mission. We welcome individualism while fostering teamwork. Appreciation and collaboration comes naturally to us.

If you are dedicated to providing excellent nursing care, give us a call. You might just find that opportunity you have been searching for.

To talk about current or future openings, feel free to contact us at:

Human Resources Department  
Monadnock Community Hospital  
452 Old Street Road • Peterborough, NH 03458  
Phone (603) 924-7191 Fax (603) 924-9727  
An Equal Opportunity Employer  
Also visit us at [www.monadnockhospital.org](http://www.monadnockhospital.org)

### Come join the Huggins family!

At HUGGINS HOSPITAL, we are committed to providing the very best of care to our community members. An 82-bed hospital located on beautiful Lake Winnepesaukee in Wolfeboro, NH we seek to provide both patients and staff with an environment that is friendly, supportive and professional.

Career opportunities are currently available for licensed nurses in our ER, ICU, OR, MedSurg, and Women's Health departments.

#### Pursuing your RN?

Ask us about our *Career Advancement Program* with full tuition payment!

**Don't let the opportunity to be part of an experienced medical team pass you by!**

Please direct inquiries to:

Angela Closson, Director of Human Resources  
Huggins Hospital, 240 South Main Street, PO Box 912,  
Wolfeboro, NH 03894

Tel: (603) 569-7550, Fax: (603) 569-7605

Please visit our website at [www.hugginshospital.org](http://www.hugginshospital.org)

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Judith Wilson, DNS

**Starr Farm Nursing Center**

98 Starr Farm Road • Burlington, VT 05401

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EOE

For more than 100 years, the Cottage name has symbolized the best.

Join the elite nursing team at Cottage Hospital in their journey to Magnet Recognition.



**Employment Opportunities Available for Registered Nurses**

**OB RN-Nights  
ER RN-Days  
ICU RN-Days  
ICU RN-Nights  
PER DIEM RN-All Departments**

**Human Resources  
Bloakes@cottagehospital.org  
PO Box 2001  
Woodsville, NH 03785**

## The Medicine is Extraordinary.

**Elliot/el•liot/n:el-eot 1:** The very best healthcare has to offer; **2:** Extraordinary Opportunity.

## The Name Is Elliot.

### What's in a name?

At **Elliot Hospital**, it means southern New Hampshire's first name in advanced medical services and technologies. It means a 296-bed, non-profit acute care facility...a Level II Trauma Center...comprehensive Women's and Children's programs...a leading-edge Cancer Center... and much, much more. It means the very best healthcare has to offer. And an extraordinary future for you.

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- Differential of 20% on top of base pay
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Define Your Future at [www.elliethospital.org](http://www.elliethospital.org)

**OPPORTUNITIES FOR  
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A Dartmouth Hospital teaching facility, fully accredited JCAHO Psychiatric hospital serving adolescent, adult and elderly populations, which has been rated #1 public psychiatric facility in the country

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Interested Individuals may secure an application by contacting [NHUMAN@DHHS.STATE.NH.US](mailto:NHUMAN@DHHS.STATE.NH.US) or New Hampshire Hospital Human Resources, 36 Clinton St., Concord, NH 03301, (603) 271-5855 or fax (603) 271-5845. Applications accepted until positions are successfully filled.

Equal Opportunity Employer

## Expand YOUR HORIZONS

**Y**ou've dedicated your future to making a difference in people's lives. Now let Concord Hospital make a difference in your own. As the region's leading acute care hospital and Level II Trauma Center, we're leading the way from the health service we deliver our patients to the career fulfillment we offer our team. Join us and see for yourself.

## Registered Nurses

Full-time, Part-time and Per Diem opportunities are currently available in the following areas for NH licensed Registered Nurses:

- Medical/Surgical •Intensive Care Unit
- Maternity (Level II NICU experience required)
- Orthopedics •Progressive Care
- Operating Room

We are also accepting applications for Graduate Nurses. Requirements are a valid GN or RN license in New Hampshire and two references from clinical instructors.

We offer a generous Per Diem policy, a night incentive program and a sign on bonus for full-time RNs. To apply, please fill out an online application at [www.concordhospital.org](http://www.concordhospital.org) or forward resume to: Concord Hospital, Human Resources Dept., 250 Pleasant Street, Concord, NH 03301.

We are an equal opportunity employer.

**CONCORD HOSPITAL**  
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[www.concordhospital.org](http://www.concordhospital.org)



# Quality of life.

*Is it missing from your career?*

We are one of the Top Five Employers (according to Business New Hampshire Magazine) and voted one of the most family-friendly in New Hampshire (by NH Magazine). We live and work in one of the most beautiful areas of the country; where patient care, research and education co-exist with intensive training and state-of-the-art technology. Join us, where a career at Dartmouth-Hitchcock Medical Center is a career in pursuing excellence with a passion. To learn more about our employees' testimonials visit [www.dhmc.org](http://www.dhmc.org).

Dartmouth-Hitchcock is an Equal Opportunity Employer.

## RN opportunities

Along with our clinical ladder, collaborative practice, externships, internships, nursing update program, critical care and OR training, we also offer:

- Level one trauma center
- One-year RN internship orientation
- Relocation assistance
- Tuition reimbursement
- Competitive salaries
- Accrual of 34 days off your first year

Please visit our Web site to apply online: [www.dhmc.org](http://www.dhmc.org)



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Leadership in patient care, research and education.



## Redefining rehabilitation

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- Nursing Scholarship Program
- Loan Forgiveness Program
- Nursing Career Ladder

- In-house Nurse Educator
- Personalized orientation and preceptor program for all new employees
- Nursing Teaching Hospital

### Welcome New Grads!

For consideration, please apply in person or forward resume to:

HealthSouth Rehabilitation Hospital  
254 Pleasant St., Concord, NH 03301  
Fax: 603-226-9808; Phone: 603-226-9800  
Email: [jennifer.raimer@healthsouth.com](mailto:jennifer.raimer@healthsouth.com)

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NCLEX-RN AND NCLEX-PN PERCENT PASSING					
FIRST TIME CANDIDATES: 1998 - 2002					
BOARD APPROVED EDUCATIONAL PROGRAMS					
	1998	1999	2000	2001	2002
<b><u>ASSOCIATE DEGREE:</u></b>					
NH COMMUNITY TECHNICAL COLLEGE:BERLIN-LACONIA	85.7%	80.0%	81.8%	82.4%	89.5%
NH COMMUNITY TECHNICAL COLLEGE:CLAREMONT-NASHUA	72.7%	84.2%	91.7%	88.2%	78.9%
NH COMMUNITY TECHNICAL COLLEGE:MANCHESTER	83.3%	91.9%	97.7%	92.5%	94.5%
NH COMMUNITY TECHNICAL COLLEGE:STRATHAM	100.0%	<b>MERGED</b>			
NH TECHNICAL INSTITUTE:CONCORD	92.5%	95.1%	88.7%	97.7%	94.4%
RIVIER COLLEGE-ST. JOSEPH SCHOOL OF NURSING	83.6%	88.0%	86.2%	82.0%	74.4%
<b><u>BACCALAUREATE DEGREE:</u></b>					
COLBY-SAWYER COLLEGE	46.2%	78.6%	69.2%	100.0%	80.0%
SAINT ANSELM COLLEGE	81.5%	87.1%	91.1%	87.5%	95.9%
UNIVERSITY OF NEW HAMPSHIRE	85.3%	92.6%	81.4%	86.4%	87.2%
<b>NCLEX-RN NH % PASSING</b>			<b>86.7%</b>	<b>88.4%</b>	<b>86.9%</b>
<b>NCLEX-RN NATIONAL % PASSING</b>	<b>83.2%</b>	<b>84.7%</b>	<b>83.8%</b>	<b>85.4%</b>	<b>86.9%</b>
<b><u>PRACTICAL NURSING:</u></b>					
NH COMMUNITY TECHNICAL COLLEGE:CLAREMONT-NASHUA	88.0%	82.6%	89.5%	90.2%	91.7%
SAINT JOSEPH HOSPITAL SCHOOL OF PRACTICAL NURSING	87.5%	95.3%	72.2%	89.7%	94.6%
<b>NCLEX-PN NH % PASSING</b>			<b>86.3%</b>	<b>90.2%</b>	<b>93.9%</b>
<b>NCLEX-PN NATIONAL AVERAGE</b>	<b>87.3%</b>	<b>86.7%</b>	<b>85.1%</b>	<b>86.5%</b>	<b>88.0%</b>
<b>% PASSING CALCULATED ON THE NUMBER TESTED</b>					

## DIRECTIONS

### New Hampshire Board of Nursing 78 Regional Drive, Building B • Concord, NH

#### From points South and I-89:

Take exit 14 off interstate 93. At the end of exit ramp turn right (Loudon Road). Stay in the right hand lane - When you see Dunkin' Donuts on your left and Wendy's on your right take the right between Wendy's and the Colebrook Bank (Blodgett St.). Blodgett St. becomes Pembroke Road after taking a sharp left turn. Continue down Pembroke Road until you come to Chenell Dr. turn right onto Chenell. At stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn) 2nd building in on your left.

#### From points North:

Take Exit 15 off Interstate 93 to Rte 393 E. Take exit 2 off Rte 393 (East Side Dr.) - take a left at traffic lights. Continue on East Side Drive through 2 working traffic lights. Cross Loudon Road. East Side Dr becomes Canterbury Road after crossing the intersection at Loudon Road. At the blinking red light take a left onto Pembroke Road. Take first right onto Chenell Dr., at stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn), 2nd building on your left.

#### From Rte. 4:

Take Rte. 393 W, take Exit 3 to Rte. 106. At the traffic light take a left onto Rte. 106 and continue south, past Steeplegate Mall. At the traffic light located at Rte 106 & Pembroke Road, take a right onto Pembroke Road. Take your first left onto Industrial Park Road. About ¼ - ½ mile on your right is Regional Dr. The Board's office is located at 78 Regional Dr. (left hand turn), 2nd building on your left.

## REGIS COLLEGE NURSING PROGRAM



## Nurse Practitioner Post-Master Certificate in:

- Adult Psych
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  - Family
  - Graduate and Undergraduate programs for non-nurses
  - Upward Mobility Masters program for nurses
  - Continuing Education Programs
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Valley Regional Hospital, located in Claremont, NH, is dedicated to enhancing the health of our community. We embrace the ideals of integrity, compassion, commitment, unity and excellence—both in our patient care and in working with each other. If you'd like to join our talented and dynamic team, we'd love to hear from you.

The following **RN positions** are currently available:

- CCU
- OR
- Medical/surgical
- Behavioral health
- Home care
- Maternal/child health
- SDS/PACU
- Emergency department

We offer a competitive benefits package, including health, dental, 403(b) plan and on-site childcare and fitness facilities. **Additionally**, we offer a variety of premium pay incentives for our nurses. Mail or fax your resume to: Director of Human Resources; or e-mail us at [jobs@vrh.org](mailto:jobs@vrh.org).



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Enhancing the health of the community

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## Nursing The Way It Used To Be...

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### Hunt Community

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10 Allds Street • Nashua, NH 03060  
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[www.huntcommunity.org](http://www.huntcommunity.org)  
[huntjobson@aol.com](mailto:huntjobson@aol.com)

## LNA Health Careers



We offer the following programs:  
**Nurses Assistant Training**  
**Medication Nurses Assistant Training**  
**Train the Trainer**  
course for new instructors.  
We provide job placement opportunities for LNAs after completion of training.  
We are currently seeking qualified instructors for a per diem basis.

Send resume to:  
**LNA Health Careers**  
—P.O. Box 356 • Merrimack, NH 03054  
or fax to: 603-429-2085.  
Visit us on the web at:  
[www.LNAhealthcareers.com](http://www.LNAhealthcareers.com).  
Call 603-429-2174 to schedule a class.

# Duplicate Licenses

Licenses Reported Lost, Stolen or Never Received and Duplicate Licenses Issued (R.N., L.P.N., A.R.N.P., L.N.A.) for the period of October 1, 2002 - February 28, 2003

## **Registered Nurses:**

Anderson, Carrie	046358-21
Arnstein, M. Honor	029983-21
Baillargeon, Joyce	035138-21
Baron, Julie	048300-21
Bennett, Melissa	046369-21
Brown, Phyllis	025547-21
Carson, Stephanie	044172-21
Champagne, Denise	037359-21
Closek, Sabrina	045615-21
Collins, Karen	042519-21
Colon Gilardi, Kristina	049892-21
Craig, Kathleen	025210-21
Davies, Rosann	027101-21
Dowse, Bethany	047490-21
Ducharme, Karen	047847-21
Earl, Joan	031946-21
Edwards, Valerie	050985-21
Espineda, Janette	049393-21
Fedorchak, Richard	034356-21
Greig, Donna	043259-21
Hammond, Paula	049372-21
Prud'Homme, Celeste	038042-21
Houghton, Heather	040894-21
Janos, Jennifer	043685-21
Joseph, Beth	043672-21
Ladd, Patricia	018082-21
Lamoureux, Robin	049164-21
Marinho, Christine	042029-21
Maxwell, Susan	049586-21
Mclaughlin, Patricia	030611-21
McMaster, Marlene	032344-21
Miller, Jean	041545-21
Molinari, Kelly	027937-21
Morency, Jennifer	043711-21
Nelson, Angela	044077-21
Palmer, Charles	049230-21
Pomerleau, Jean	032768-21
Poor, Wanda	049451-21
Powers, Linda	031347-21
Queenan, Jeanmarie	029181-21
Raaberg, Karin	040054-21

Reardon, Barbara	049655-21
Scalese, Cheryl	042552-21
Small, Theresa	041620-21
St Onge, Carole	027532-21
Stender, Janet	044485-21
Surber, Gloria	043082-21
Thayer, Louise	047678-21
Wallace, Melissa	037331-21
Weeks, April	017953-21
Wilcox, Heidi	042439-21

## **Licensed Practical Nurses:**

Beattie, Tirzah	009304-22
Bertin-Roy, Karen	012476-22
Brooks, Darshanna	009021-22
Casey, Donna	002951-22
Cone, Jaime	012543-22
Divoll, Valerie	006689-22
Emerson, Suzanne	008821-22
Gaffey, Linda	001621-22
Witteveen-Hamm, Rosamunda	012385-22
Hilton, Linda	001640-22
Ivarson, Mary	011439-22
Landers, Joann	011674-22
Mcgraw, Sally	004548-22
Robinson, Cynthia	002540-22
Rousselle, Sally	011796-22
Varney, Sharon	006111-22
Wain, Joanne	010274-22
Williams, Melissa	012305-22

## **Advanced Registered Nurse**

### **Practitioners:**

Brenner, Jaime	047529-23
Davis, Melanie	038425-23
Nelson, Angela	044077-23

## **Licensed Nursing Assistants:**

Auger, Bette-Ann	001721-24
Beall, Jennifer	006331-24
Bean, Judy	015588-24
Beaulieu, Melissa	013619-24
Bechard, Christine	022851-24
Beniulyte, Genovaite	013030-24
Bosley, Renee	020427-24
Briand, Fern	023993-24
Byrne, Shelley	021523-24
Carbee, Daphne	019374-24

Chamberlain, Rhonda	015381-24
Clow, Susan	009305-24
Cunningham, Edward	007652-24
Dawson, Diane	025115-24
Demers, Larissa	024735-24
Desaulnier, Karen	024837-24
Dickinson, Tracy	002439-24
Dillard, Sarah	025613-24
Dodge, Erin	021756-24
English, Amy	025771-24
Forbes, Julie Ann	015259-24
Foster, Wendy	019245-24
Gelinas, Renee	022129-24
Hawkes, Diane	019145-24
Hiscox, Cynthia	020767-24
Hood, Chelsea	024908-24
Howard, Ellen	024931-24
Jewell, Melissa	012699-24
Johnston, Michaela	024952-24
Kennett, Tabitha	025647-24
Laclair, Paula	008417-24
Laferriere, Richard	009772-24
Leconte, Amber	012847-24
Legros, Joanne	002215-24
Levy, Sherry	017201-24
Lizotte, Christine	002011-24
Maker, Catherine	004820-24
Nickerson, Michelle	011402-24
O'Brien, Megan	023094-24
Paradis, Susan	001885-24
Peightell, Shaunte	025082-24
Perkins, Marianna	022736-24
Plummer, Brenda	017146-24
Rhodes, Sharon	001717-24
Richard, Gail	018189-24
Riel, Kimberly	005944-24
Rockwell, Bradford	000802-24
Rodriguez, Michelle	022382-24
Rollins-Erolino, Tracie	024901-24
Rushalko, Erin	019581-24
Spooner, Sonya	025465-24
Sundquist, Jennifer	017399-24
Tegu, Jennifer	025684-24
Vass, Jocelyn	025749-24
Venus, Loralin	019028-24
Vendasi, Tina	014587-24
Young, Alyson	019261-24

## CENTRAL VERMONT MEDICAL CENTER, INC.

### DARTMOUTH-HITCHCOCK ALLIANCE

#### Nursing Opportunities At Central Vermont Hospital

We have several outstanding opportunities for both experienced registered nurses and new grads at CVH. Our nursing management team invites you to explore these opportunities that we firmly believe will enhance your professional growth. At the same time, we will work with you to build work schedules that will allow you to pursue your other personal or professional interests.

At CVH you will enjoy a compensation and benefit package and other work related components that are conducive to a positive work environment.

- A salary range that is highly competitive
- Hiring rates that credit your past relevant nursing experience as valuable
- Shift, weekend and holiday differentials that make a difference
- Pay incentives for working extra shifts and for coming in on short notice
- Excellent nurse to patient ratio
- A nursing management team that recognize staff as individuals and as real contributors to the mission of quality care to our patients
- A team approach interface with other clinical and support departments that makes a positive difference in your work environment
- Employee recognition programs that are peer based
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Central Vermont Medical Center  
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Tel: (802) 371-4194  
Fax: (802) 371-4494

E-mail: [human.resources@hitchcock.org](mailto:human.resources@hitchcock.org)  
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Human Resources Department  
Northern Maine Medical Center  
194 E. Main Street • Fort Kent, ME 04743  
or e-mail [robin.damboise@nmmc.org](mailto:robin.damboise@nmmc.org)



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Telemetry	

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To submit your resume for consideration, please send/fax/email it to Human Resources at LRGHealthcare:  
Lakes Region General Hospital, 80 Highland St., Laconia, NH 03246, Phone: (603) 527-2872, Fax: (603) 527-7102, Email: [jobs@lrhg.org](mailto:jobs@lrhg.org).  
OR  
Franklin Regional Hospital, 15 Aiken Ave., Franklin, NH 03235, Phone: (603) 934-2060 ext. 249, Fax: (603) 934-4616, Email: [jdunleavy@lrhg.org](mailto:jdunleavy@lrhg.org)





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# Creating a Hope-filled, Sustainable Future for our Health Care System

\*\*\*\*\*

## Leah Curtin

\*\*\*\*\*

### A Discussion with the New Hampshire Board of Nursing 6.9 contact hours

\*\*\*\*\*

### The Winnepesaukee Exposition Center • Laconia N. H.

\*\*\*\*\*

### June 5, 2003 • 8:00-4:00pm

#### Day of Discussion Highlights

##### 6.9 Contact Hours

Join your nursing colleagues for an exciting day of learning with Leah Curtin, Diane Kurinsky, and Lee Leppanen. Leah will work with us to create a positive sustainable future. She'll talk about

- How we got where we are
- What happened when we restructured
- The quality chasm
- How we can turn it around
- The aging workforce
- How we can pay for health care.

Diane and Lee will explore ways to work with colleagues who are abusing drugs or alcohol. Together they will discuss

- Signs & symptoms of substance abuse,
- How to approach a colleague you suspect of abuse
- New approaches to treatment.
- Tips on investigating suspected substance abuse
- How to report it to the Board
- The discipline process
- Return to practice issues

This year, for the first time at the annual Day of Discussion conference, we are sponsoring a POSTER SESSION. Posters reflecting a wide array of positive changes will be on display during breaks and at lunch. Look at the posters, talk with the presenters, and learn about what your colleagues have done to prepare for the future.

Together we can create our future!

#### **PROGRAM**

8:00-8:45	Registration -Poster Set-up
9:00-9:15	WELCOME The Honorable Craig R. Benson, Governor
	Stanley Plodzick, Jr, RN, BS, MEd, Chair, NH Board of Nursing
9:15-10:15	CREATING A HOPE-FILLED, SUSTAINABLE FUTURE FOR OUR HEALTH CARE SYSTEM
	Leah Curtin
10:15-10:45	BREAK & POSTER SESSION
10:45-12:00	Leah Curtin (con't)
12:00-1:00	LUNCH & POSTER SESSION
1:00 - 2:00	Leah Curtin (con't)
2:00 - 2:30	BREAK & POSTER SESSION
2:30 - 3:30	RECOGNIZING SUBSTANCE ABUSE/ CURRENT TREATMENT MODALITIES
	Diane Kurinsky
3:30 - 4:00	INVESTIGATING AND REPORTING SUBSTANCE ABUSE
	Lee Leppanen
4:00	Adjournment - contact hour certificates distributed

Be sure to visit the Poster Session Gallery.

**Who's Who**

**Leah Curtin**, Senior Partner in Metier Consultants and Editor-in-Chief of Nursing Management for 20 years, now publishes *CurtinCalls*, an occasionally irreverent, scan of nursing in the United States. She is a regular contributor to numerous journals in addition to her monthly editorials and ethics columns in *CurtinCalls*. She is the first virtual faculty member of the University of Colorado School of Nursing, adjunct faculty at the University of Cincinnati College of Nursing and Health, and teaches at the NY Regent's External Degree Program in Nursing. She earned a master's degree in health planning and administration from the University of Cincinnati and a Master of Arts in philosophy with a major in ethics from the Athenaeum of Ohio. She was elected a Fellow of the American Academy of Nursing for her work in ethics and was awarded an honorary doctorate from the State University of New York for the impact her editorials have had on the development of nursing and health care. She has been listed in *Who's Who in America* since 1991 and in *Who's Who in the World* since 1992. She is the author of more than 230 articles, 268 editorials, and 6 books for professionals and one recently released book called *Sunflowers in the Sand: Stories from Children of War*, written for a general audience. Researched in the Balkans, most notably Croatia and Bosnia Herzegovina, this critically acclaimed book was written about the experiences of children in war.

**Diane Kurinsky** is the Director of the Counseling Psychology Program and Associate Chairperson of the Department of Applied Psychology at the University of Massachusetts. She is licensed in psychology and marriage and family therapy. She has done significant work in the field of treatment and rehabilitation in the field of substance abuse.

**Lee Leppanen** practices as the Investigator/ Prosecutor for the Board of Nursing. She is a graduate of San Diego State University and the University of Washington, Seattle and earned her JD at Memphis State University. Lee has been admitted to practice before the US District Court, District of NH and US Supreme Court. Lee currently has a contract with the State to investigate and prosecute disciplinary matters before the NH Board of Nursing.

**Directions to the Winni Expo**  
**(528-2385 [www.winniexpo.com](http://www.winniexpo.com))**  
**From the North/South**

Take I-93 to exit 20, then take Rt 3 East to Laconia. At light go straight to Rt 107/11A East approximately 2 miles to Lakeport Square. This section is also Union Ave. Pass Cantin Chevrolet on the right. At lights take a left onto Elm St and then take your 1st left before the bridge, large white sign "Winnepesaukee Exposition Center", you will see a red brick building, follow up along the lake, following the "Opechee Room" signs. The function center is up on the hill overlooking the lake.

Rt 106 from Concord

Take Rt 106 North to Laconia. At lights, Landmark Inn is in front of you, take a right onto Rt 107/11A.  
 Follow directions above.

From Wolfeboro

Take Rt 28 to Alton Traffic Circle. Take Rt 11 North through Alton Bay and stay straight until you come to an intersection by Shaws Supermarket. Straight on Rt 107 about 1 mile to Lakeport Square then follow North/South directions.

From Seacoast area

Take Spaulding Turnpike to Rt 11.  
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## Board Actions

At its March 20, 2003 meeting, Board members voted not to publish names of individuals involved in disciplinary actions. Names can be obtained by calling the Board office. The Board further voted Reprimands will no longer be posted in the Newsletter. Any questions, please call the Board office, (603) 271-2323.

LICENSE NUMBER	BOARD ACTION	DATE OF ACTION	LENGTH OF TIME	CITY/STATE OF LAST KNOWN EMPLOYER	ACTION CAUSING DISCIPLINARY ACTION
042716-21	Suspended	11/7/2002	2 yrs	Portsmouth, NH	Pursuant to the February 25, 2002 Settlement Agreement, Section III K.
034880-21	Conditions & restrictions removed	11/21/2002			
047256-21	Suspended	12/19/2002	1 yr	Nashua, NH	Admitted to misappropriation and use of controlled drugs.
033911-21	Remove Stipulation III C	12/19/2002			
043814-21	Voluntary Surrender	12/19/2002		Berlin, NH	Admits to having a romantic sexual relationship with a psychiatric patient and violation of RSA 645:1.
007390-22	Suspended	12/19/2002	1 yr	Concord, NH	Admits use of controlled drugs belonging to another and use of illegal narcotics.
046331-21	Suspended retroactive to 8/19/02	12/19/2002	1 yr	Concord, NH	Admits to: diverting narcotic pain medications by accessing PCA pumps.
047113-21	Suspended	12/19/2002	9 mo	Lebanon, NH	Admitted misappropriating and use of controlled drugs.
042730-21	modification to conditions & restrictions	1/16/2003	2 yrs		
037757-21	Suspend	1/16/2003	9 mo	Lebanon, NH	Admitted misappropriation and use of controlled drugs.
045283-21	Probation	1/16/2003	6 mo.	Laconia, NH	Admits to: hurriedly assisting a patient resulting in traumatic foley catheter removal, failure to ensure follow-up care and failure to record the event.
045376-21	Suspend retroactive to 11/2002	1/16/2003	4 mo	Lebanon, NH	Admits to misappropriation and use of controlled drugs.
045589-21	Probation	1/27/2003	6 mo	Exeter, NH	Admits to attempting to administer injection without adequate knowledge, false representations to a patient and failure to dispose of contaminated needle and failure to record incident.
035152-21	Suspended retroactive to 12/6/02	2/20/2003	1 yr	Berlin, NH	Admitted to being under the influence of alcohol while "on call" for home health clients, and that she has an addiction to alcohol.
011080-22	Suspended	2/20/2003	6 mo	Westmoreland, NH	Admits to diversion and use of controlled drugs
031426-21	Reinstated w/conditions and restrictions	2/20/2003	1 yr		
011226-22	Suspended	2/20/2003	3 mo	Rochester, NH	Admits documenting medications and treatments as administered by her when they were not
037561-21	Removed all conditions and restrictions	2/20/2003			
042809-21	Suspended	2/20/2003	1 yr	Exeter, NH	Admits diversion and use of controlled drugs.
042936-21	Suspended retroactive to 1/16/03	2/21/2003	1 yr	Portsmouth, NH	Admits to diversion and use of controlled drugs.
008494-24	Reinstate w/restrictions and conditions	11/21/2002			
005724-24	Revocation	11/21/2002		Boscawen, NH	Hearing decision: Physical abuse of patients.
025134-24	Revocation	11/21/2002		Hampton, NH	Hearing decision: Possession and use of illegal narcotic drugs and drug paraphernalia while on duty.
021959-24	Voluntary Surrender	12/19/2002		Portsmouth, NH	Admitted to altering license card expiration date.
012940-24	Suspend	12/19/2002	6 mo	Goffstown, NH	Admits to sleeping on duty and reporting for duty under the influence of alcohol.
024439-24	Suspended	12/19/2002	1 yr.	Hanover, NH	Admits reported for duty under the influence of alcohol .
007047-24	Suspend - retroactive to 11/2/02	1/16/2003	3 mo.	Lebanon, NH	Admits failure to disclose addiction to alcohol on license application.
022772-24	Probation	2/20/2003	6 mo.	Bedford, NH	Admits to verbal abuse of patients; multiple incidents established a pattern of behavior.
013937-24	Revoked	2/20/2003		Keene, NH	Harrassment of a female co-worker and a female nursing student, verbal abuse and neglect of patients (established patterns of behavior), providing false information when applying for nursing school, and failure to provide the Board with requested information.
016721-24	Voluntary Surrender	2/20/2003		Londonderry, NH	

This narrative section is meant to educate other licensees and to serve as a deterrent. It is not meant to be punitive.





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# F.A.Q.

## Being a Women's Health Nurses Practicing in New Hampshire - Some Pointers about Your License

Always keep in mind that YOU are responsible for knowing your Board of Nursing rules and the policies of your workplace. The tasks that you perform under your nursing license must also be in compliance with the policies of your workplace. Your workplace may limit you from performing tasks that are allowed by the Board of Nursing, but your workplace cannot require you to do more than the Board of Nursing allows.

When a task is allowed via additional training under Nur 305.01 (c) & (d), refer to this rule located in the NH Board of Nursing Administrative Rules. Keep in mind that tasks allowed with the additional training described in these rules must be documented with a written plan for maintaining competence and that the plan must be updated at least annually.

**The roles of a labor and delivery nurse:**



### 1. Amniotomy (also known as "breaking the water")?

Amniotomy is not within the scope of practice for an RN, LPN, or LNA. It is within the scope of practice of a Certified Nurse Midwife (CNM), and it may be within the scope of practice of an Advance Registered Nurse Practitioner (ARNP), depending on that ARNP's area of licensure.

### 2. Epidurals

- It is not the scope of any type of nurse except for a Certified Registered Nurse Anesthetist (CRNA) to inject medication directly into an epidural line. (Winter 1996)
- An RN may adjust the rate of medication delivered through a mechanical pump into an existing epidural line. Refer to Nur 305.01 (c) & (d) to determine the need for a physician, anesthesiologist or CRNA to be in the building. (Aug 1998)
- An LPN may adjust the rate of medication delivered through a mechanical pump into an existing epidural line. Refer to Nur 305.01 (c) & (d) to determine the need for a physician, anesthesiologist or CRNA to be in the building. (Aug 1998)

### 3. Spiral Electrodes (also known as Fetal Scalp Electrodes)

An RN may apply spiral electrodes for fetal monitoring provided that the RN has received additional training in these procedures and follows the special procedures regulations set forth

in Nur 305.01 (c) & (d).



### 4. Vaginal Prostaglandin Administration

An RN may administer vaginal prostaglandin to patients receiving prostaglandin for the purpose of delivering a fetal demise provided that the RN follows the special procedures regulations set forth in Nur 305.01 (c) & (d).

## The Roles of a General Women's Health Nurse

### 1. Pelvic and Bi-Manual Examinations

An RN may perform these examinations provided the RN has received additional training in these procedures and follows the special procedure regulations set forth in Nur 305.01(c) and (d). (Spring 1995)

### 2. STD Specimens

An RN may perform specimen collections for STDs, provided that the RN has received additional training in these procedures and follows the special procedure guidelines set forth in Nur 305.01(c) and (d). (Fall 1997)

### 3. Diaphragm Fitting

An RN may fit diaphragms, but keep in mind that a diaphragm requires a prescription which must be provided by someone with prescriptive authority such as an Advanced Registered Nurse Practitioner (ARNP) or a physician, and the provider who writes the prescription is responsible for confirming the fit of the diaphragm in order to be able to write the prescription. (Fall 1997)

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**Practice and Education Committee** meets as needed. Please call Judith Evans for more details and meeting dates.

**Educators Committee**, an ad hoc committee for academic and practice educators meets once each quarter. Call Judith Evans for more information.

**Joint Health Council** meets once each quarter usually the first Monday of the last month of the quarter, (e.g. June, Sept.) **Next meeting** June 2, 2003. See web site for agenda, minutes and other information.

**All meetings are open to the public and are held at the Board office.**

The Board of Nursing would like to thank Gretchen Coughlin for serving on the Liaison Committee and to Dr. Cathy St. Pierre, RN for serving on the Joint Health Council. Their time and efforts have been valuable to every nurse in this state.

**"No one told me. I didn't know"**  
Board staff frequently hears this excuse when a licensee has moved or has not received their Board correspondence due to lack of current address. At this point, the Board of Nursing does not allow the postal service to forward your mail. Therefore, if you do not receive your renewal, it may be because we do not have a current address. As well, if you know someone who has not received this newsletter, chances are Board records do not have a current address, so please share this with those individuals. Licensees are fined \$10 if they have moved or changed their name and not notified the Board after 30 days of such change. All changes must be in writing and sent to the Board office. U.S. mail is preferable to fax correspondence.

**Most common mistakes made on license renewal forms:** Every two

years, at least 45 days in advance, a license renewal form is sent to you. It is very frustrating when your mail arrives and there is not a new license but a notice from the Board that your license was not renewed due to an omission on the form. It can even be more frustrating and costly if you waited to renew near the end of your renewal cycle which is your birthday. The delay can cause your license to lapse if the renewal period has passed which results in you not being able to work and costing you an additional \$10 to reinstate. To avoid this happening, please make sure that you have completed all the following areas on the form. The most common mistakes are:

1. No entry on date of application.
2. Lack of documentation if discipline applies.
3. ARNPs do not send copy of current national certification.
4. LNAs write their own name for Current Employer, not place of employment
5. Failure to submit fees
6. Lines left blank. Leave no line blank. e.g. If you are not working, on that line either put a line or something similar so that this office does not have to interpret "Did they not finish the form?"

Remember your license expires on your birthday just as it appears on your card and the envelope must be postmarked by midnight of your birthday.

**L.N.A. scholarships** for testing are still available. This scholarship is for the potential L.N.A high school, student/candidate or for others who desire to re-enter but have a financial need in obtaining the necessary amount of money to test. Please call Margaret Walker at the Board to determine if you are eligible for this one time scholarship in the amount of \$150. All applications must be received on or before June 1, 2003.

**Notice: New NCLEX Testing site:**  
As of October 1, 2002, nursing graduates and those taking the NCLEX as a re-entry option will be taking that exam at a new testing center. The new test site is located at Pearson

Professional Center, 2 Capitol Plaza, Concord, NH 03301. Since parking is often difficult, especially when the Legislature is in session, you are advised to give yourself extra time to find parking.

## NCSBN offers Educational Videos

National Council offers many products and publications some of which are video and facilitation packages. For more information you may call 1-312-787-6555 ext 177 or email [ssheperd@nscbn.org](mailto:ssheperd@nscbn.org) Niche Communications offers videos on:

- *Delegating Effectively: Working through and with Assistive Personnel*
  - *Breaking the Habit: When Your Colleague is Chemically Dependent \**
  - *Crossing the Line: When Professional Boundaries are Violated\**
- \* Winners of Sigma Theta Tau International Nursing Electronic Award

You may order these directly by email at [nichecom@comcast.net](mailto:nichecom@comcast.net) or call/fax at 410-335-2618.

## Practice and Education Committee:

The committee continues to work on the Frequently Asked Questions (FAQs) we post on our web site. Currently the committee, chaired by Lisa McGunnigle, is working on FAQs for camp nursing and school nursing. FAQs are updated frequently on our web site.

## ARNP Liaison Committee

The Liaison Committee, currently chaired by Nancy Clark, ARNP, meets monthly to review applications for licensure as Advanced Registered Nurse Practitioners. In addition, the committee reviews questions related to the ARNP scope of practice and makes recommendations to the Board. The committee is currently working on



solutions to the problem of ARNP reentry into practice after lapse in license. Currently, there is no provision in the statute or the rules for ARNPs who have not been active in advanced practice, and wish to return to work. The goal is to develop a program of ARNP reentry that would be approved by the Board and incorporated into the Administrative Rules.

## Joint Health Council Members

Members serve 3-year terms and are able to serve 2 terms for a total of 6 years. The following members began their service to the committee as follows:

Dr. Wayne Dutch	12/4/00
Dr. Robert Adelman	11/3/97
Dr. Michael Carvalho	6/4/01
Dr. Peter Dicks	6/2/02
Dr. Charles Felton	9/11/00
Dr. Steven Whitcomb	9/11/00
Jack Neary, ARNP	3/4/02
Mary Bidgood-Wilson, ARNP	12/2/02
Dorothy Mullaney, ARNP	12/4/00

## HOLIDAYS OBSERVED 2003

May 26, 2003  
 July 4, 2003  
 September 1, 2003  
 November 11, 2003  
 November 27, 2003  
 November 28, 2003  
 December 25, 2003

## BOARD MEETINGS

Are held the third Thursday of the Month and begin at 8:30 a.m.

May 15, 2003  
 June 19, 2003  
 July 17, 2003  
 August 21, 2003  
 September 19, 2003  
 October 16, 2003  
 November 20, 2003  
 December 18, 2003

## Educational Programs Approval Status Medication Nursing Assistant

<u>Program</u>	<u>Medication Nurse Reviewer</u>	<u>Outcome</u>
<b>September 19, 2002</b>		
• Skill Med Services	Bonnie McPhail	Initial Approval
<b>November 21, 2002</b>		
• American Red Cross NH West Chapter	Patricia McIntire	Initial Approval
• Care Services	Debra Cardin	Initial Approval
• St Joseph School of Health Occupations	Pamela Wetmore	Initial Approval
• Clinical Career Training LLC	Melanie Hill	Initial Approval
<b>December 19, 2002</b>		
• Riverside Rest Home	Diane Vashey	Initial Approval
• Rockingham Cty Nurs Home	Claudia Finlay	Initial Approval
<b>January 16, 2003</b>		
• Med Pro Educational Services LLC	Pamela Heggelund	Initial Approval
<b>February 20, 2003</b>		
• NH Community Tech College Laconia	Juliette Young-Traiger	Initial Approval
• Uni-Care Health Services	Kathy Leighton	Initial Approval
• Belknap County Nurs Home	Catherine Coyne	Initial Approval
• LNA Health Careers LLC	Shelly Ling	Initial Approval





## Clarification of New LNA CEU Requirements

By Linda Morel, LNA

Just a reminder that starting with Sept. 2003 renewals, 12 hours of continuing education will be required. As of Jan. 2004, the requirement will be a total of 24 hours, 12 per year.

Continuing education units may not be carried over from first year to second year to help fulfill the 24 hour requirement. Continuing education units may be obtained through education at work, seminars, and even on line. Good luck, and dare to be creative.

At the March 20, 2003, the Board determined the contact hours for preparing to become a EMT do count towards the 12 hour requirement per year.

## Revising the Nurse Practice Act

NH Board of Nursing completed the amendments to the Nurse Practice Act after receiving many comments from NH licensees. We are thankful for the input of the licensees who attended the discussion of the revised nurse practice act on 3/12/03 and to those who called and emailed the Board office. Senator Clifton Below and Atty. Trudy Mott Smith have been assisting the board with this process and we want to take this opportunity to thank them, as well, for their efforts in this important endeavor.

Senate Bill 199, revising the Nurse Practice Act, is currently being heard in the Senate. We are hopeful of its Senate passage in the next week. We have been assured the amended version will be made available from the Senate committee very soon.

In addition to SB 199, the Board is closely following SB 153 an act adopting the nurse licensure compact. The Board is in opposition to the passage of this bill. Please feel free to call the Board office should you wish to discuss this bill.

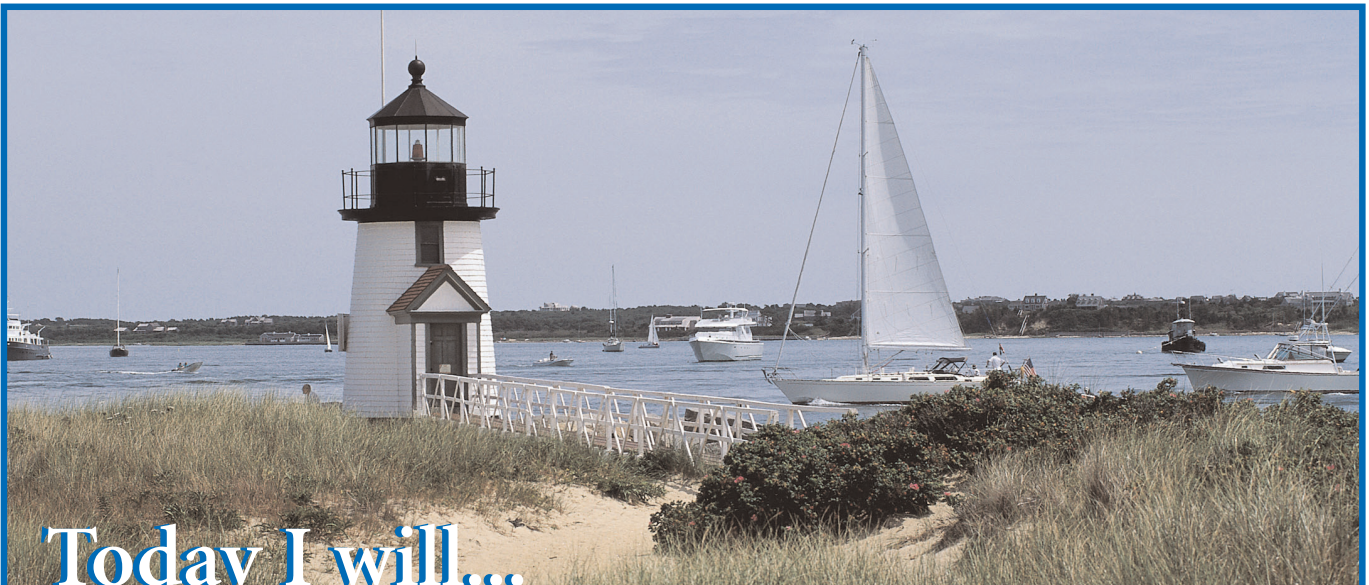
Please continue to monitor the State web site in the future as to the time and place of the legislative healing.

## Educational Programs Approval Status Licensed Nursing Assistant

<u>Program</u>	<u>Coordinator</u>	<u>Outcome</u>
<b>October 17, 2002</b>		
• Rockingham Cty Nurs Home	Claudia Finlay	Continued Approval
• Golden View Health Care Ctr	Phyllis Fisher	Continued Approval
• NH Community Tech College	Nancy Smith	Continued Approval
• Coos Cty Nurs Home	Susan Lambert	Continued Approval
• Hugh Gallen Reg Voc Ctr	Gail Minor-Babin	Continued Approval
• Littleton High School		Continued Approval
• Merrimack Cty Nurs Home	Stacey Bardellini	Continued Approval
<b>November 21, 2002</b>		
• Sullivan Cty Nurs Home	Margaret Elizabeth Fay	Conditional Approval
• Rochester Manor	Deborah Vitagliano	Continued Approval
<b>December 19, 2002</b>		
• Dartmouth Hitchcock Med Ctr	Kathleen Shinnors	Continued Approval
• Pinkerton Academy	Laura Walker	Initial Approval
<b>January 16, 2003</b>		
• LNA Health Careers LLC	Shelly Ling	Initial Approval
• Sugar River Valley Reg Tech Ctr	Tanya Wilkie	Continued Approval
• Newport High School		Continued Approval
• Newport Adult Ed @ Sugar River Valley	Cathryn Baird	Continued Approval

## Educational Programs Approval Status Registered Nurse/Licensed Practice Nurse

<u>Program</u>	<u>Coordinator</u>	<u>Outcome</u>
<b>November 21, 2002</b>		
• Licensed Practical Nurse Programs New Hampshire Technical Institute: Concord	Anita Pavlidis	Initial Approval
• Registered Nurse Programs NHCTC: Laconia (Satellite Program of NHCTC: Berlin)	John Colbath	Initial Approval
• Nurse Extern Programs Wentworth Douglass Hospital	Cathleen Danforth	Initial Approval
• LPN IV Therapy Programs LRG Healthcare	Rae Mello-Andrews	Initial Approval
<b>December 19, 2002</b>		
• Nurse Extern Programs Cheshire Medical, Center /Hitchcock Keene	Ann Ward	Initial Approval
• RN & LPN Structured Reentry Programs University of New England - RN Reentry	Jean Dyer	Initial Approval
<b>February 20, 2003</b>		
• Licensed Practical Nurse Programs Health Career Training Associates, LLC	Joanne O'Donnell Marie Grenier	Initial Approval
• RN & LPN Structured Reentry Programs Catholic Medical Center - RN Reentry	Louise Smith	Initial Approval



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[www.portsmouthhospital.com](http://www.portsmouthhospital.com)

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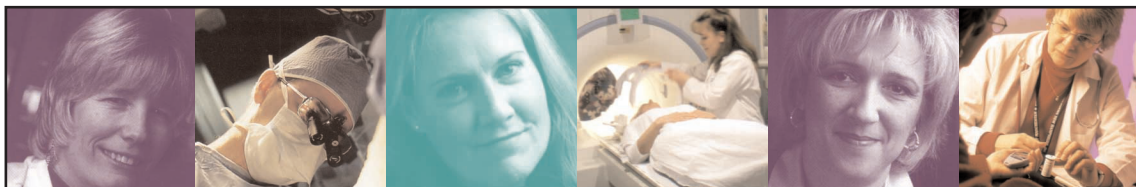
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